

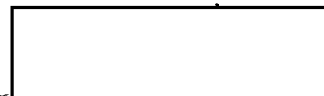
Executive Registry
77-10450/1

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P-1.9.1  
5 Dec.

14 DEC 1977

MEMORANDUM FOR: DDO Management Advisory Group  
FROM: Director of Central Intelligence

Attached is a response to three questions I asked as a result of our meeting together on 5 December. I hope these clarify some of the points we raised. I enjoyed the discussion and am working on some of the deeper issues which you raised.



*fu* STANSFIELD TURNER

25X1

Att

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Executive Registry

7710456/0

- 9 DEC 1977

MEMORANDUM FOR : Office of the Director of Central  
Intelligence

ATTENTION :

FROM :   
Chief, Career Management Staff/DDO

SUBJECT : Action Items from the DDO MAG  
Meeting, 5 December 1977

REFERENCE :  Memorandum for the Record  
dated 5 December 1977, Same Subject

1. Re paragraph 1, Referent: There is nothing in the DO evaluation system that says an individual automatically is to fall to the bottom 20% upon promotion to a higher grade. Without knowing the specific context in which this allegation was made, we can only offer the following. In the past, the GS-12 and below panels did not have any time-in-grade guidelines to follow. Thus, they have had to evaluate and rank all employees at GS-12 or below. A review of our records does show that these panels have tended to ease their ranking chores on occasion by looking at those who have the longest time in grade as the most deserving of promotion. These have then been ranked higher than those who had been most recently promoted unless the panel in its judgment determined that an employee's performance was so strong it merited another promotion or a very high ranking. This panel action could have on occasion placed a newly promoted officer in the low 20% during a subsequent evaluation cycle. When this was called to the attention of the DDO recently, he directed that time-in-grade guidelines be established for all grade levels. If a problem did exist in the past, we believe we have now initiated the proper corrective action.

STAT

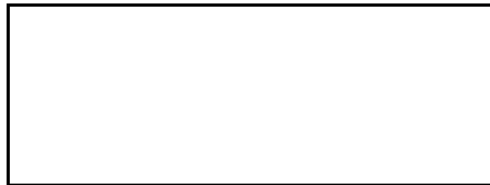
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Approved For Release 2004/03/31 : CIA-RDP80M00165A001200040003-5

2. Re paragraph 2, Referent: The Director of Personnel has established a focal point office which is assisting DO careerists identified for reduction in finding employment elsewhere in the Agency.

3. Re paragraph 3, Referent: The DDO released a book cable to all stations and bases on 9 December 1977 advising all employees that there will be no more cuts in FY 78.



cc: ADDCI  
DDO

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Approved For Release 2004/03/31 : CIA-RDP80M00165A001200040003-5



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5 December 1977

MEMORANDUM FOR THE RECORD

SUBJECT: Action Items from DDO MAG Meeting,  
5 December 1977

1. The Director asked if there was any substance to the allegation that an individual automatically falls to the bottom 20% upon promotion to a higher grade.

2. The Director would like those being cut from DDO to have a focal point where they can turn for assistance in finding employment elsewhere in the Agency.

3. The Director would like a cable sent to all COS's stating that all those who are under consideration for the cut have been notified.



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cc: Acting DDCI

**Next 4 Page(s) In Document Exempt**

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Executive Registry  
77-10450/2

9 DEC 1977

MEMORANDUM FOR : Office of the Director of Central  
Intelligence


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FROM



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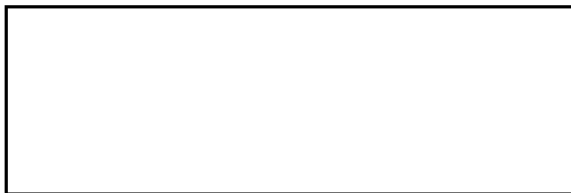
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cc: ADDCI  
DDO

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- 1 - DDO
- 1 - ADDO
- 1 - DDO Reg
- 1 - C/CMS
- 1 - CMS/PE

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